



Candidate Name:

Interviewer:

Date:

RHS Direct Support Professional Interview Form

1.) *How did you hear about this position? Which county are you applying for?*

2.) *Are you interested in a full time or a part time position? FT PT*

3.) *What is your expected pay rate?*

4.) *Can you work a flexible schedule, to include weekends and holidays? Yes No*

5.) *Please identify a strength and a weakness you have.*

6.) *Do you have experience with individuals with intellectual disabilities? Explain.*

a. *Do you have experience with maladaptive behaviors such as physical/verbal aggression, defiance, elopement etc.? Yes No*

b. *If not, would you be willing to work with individuals with maladaptive behaviors with the proper training? Yes No*

7.) *Please describe what confidentiality and teamwork mean as you understand it.*

a. *Would you prefer to work as a team or alone? Explain.*



8.) *How do you handle conflict with a peer?*

9.) *Paladin supports person-centered programming. What does this mean to you?*

10.) *This position requires travel and transporting individuals in your personal and/or company vehicles. We have sites and day programs in various cities and you are expected to work where the need is within your county. Do you have reliable transportation? Yes No*

a. *Can you provide a valid driver's license and proof of insurance? Yes No*

11.) *Why would you be an asset to the company?*

12.) *Staff are scheduled based on the needs of the company and the individuals. Although you will receive your schedule in advance, sometimes situations occur where your site placement may be changed to cover a staffing need. You will be notified with as much advance notice as possible. Do you understand or have any questions/concerns about this procedure?*



Scenario Situations

Scenario A - Behavioral: You are working at a site with 3 individuals during dinnertime. One individual begins to go into a behavior which includes yelling, screaming, and accusing another housemate of stealing her items. This individual begins to walk towards her housemate. How would you handle this situation?

Scenario B - Professionalism: You receive a phone call from a guardian who has a list of complaints about the site and the individuals you are providing services to. How would you respond to the guardian?

Scenario C – Critical Thinking Skills: Here at Paladin, we value our individuals right to choose and make their own decision. Staff is expected to educate the individual on the pros and cons of the situation. You are working a midnight shift, and an individual is up at 2:45 am watching television in the living room while you are attempting to deep clean. The individual attends day program at 8 am. How would you handle this situation?